

Record

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8 August 1986

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with John Despres, SSCI Personnel Review Team

STAT 1. Today John Despres, SSCI personnel review team leader, met with [redacted], Deputy Director of Personnel for Policy, Analysis and Evaluation to outline the team's plans for their review of CIA's personnel programs. He said they would write a report that would have three parts.

2. The first would be made up of a comparative analysis of four functional skill areas: analysis, humint, technical and CI. He acknowledged that there are some known conceptual mismatches that will not lend themselves to a comparative analysis. He said the team will limit itself to the domestic and defensive aspects of CI. On humint he said they will look at what CIA and DIA are doing with an eye to determine what the services should be doing, noting that Senator Cohen is especially interested in this area. The bulk of the comparative analysis will be in the analytical and technical fields.

STAT 3. Despres said the second section would be an institutional analysis that would deal with the self image of each organization. In this section the Agency could expand upon the underlying personnel management philosophy articulated by the Director in his recent testimony before the Committee and in [redacted] discussions with Despres. It is in this section of the report that Despres has the strongest personal interest.

4. The final section will be devoted to the implications that the team will draw from their review. Despres said that it will answer the question: "So What?" The report will not be made for publication. Its purpose is to offer options for the Committee's agenda for the next two years.

STAT 5. Despres wants to get his team working in the next two weeks. He wants to have them meet with members of [redacted] human resources task force and with representatives

in each of the directorates. The team members will request data and will also seek interviews with selected employees in each directorate. He added that he would like to have the team travel to some domestic field locations to get a better feel for the recruiting function [redacted]

6. The Committee will send the Agency a "dragnet" questionnaire that will also be sent to each of the other agencies. Despres said it will simply be a means of collecting pertinent data and reports.

7. At this point [redacted] asked him if Senators Cohen and Boren had a position on this personnel review. Despres replied that the Senators most involved with the review were Cohen, Boren, Bradley and Nunn. Senators Nunn and Bradley have expressed a strong interest in language training and the Soviet Union, while Senator Boren is open to education about all aspects of our personnel program. Senator Cohen, as previously mentioned, is interested in humint in general and in DOD humint in particular.

[redacted]
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